

C-3U

1/13/10

CITY PROPOSAL #16- SALARY STEP STRUCTURE

Effective the first payperiod of Fiscal Year 2010-2011, the salary steps for all classifications represented by IBEW will change from approximately 5% in between each step to approximately 2.5%. As a result of this, the number of steps for all classifications represented by IBEW will increase from 5 to 9.

This proposal is not intended to increase or decrease the maximum or minimum step of any classification represented by IBEW.